Greg Vandal recommended a staff stakeholder group as part of the process to generate lists of desired attributes and accomplishments sought for the next superintendent. He further recommended a group size of up to 20, and said he would accommodate up to 30. He suggested that the union leadership identify the representatives and that half of the group be teachers. He further recommended that the groups self select appropriate representation (buildings, grade levels, various job classifications.)

The board or steering committee should consider the following employee groups and who should communicate with the union leadership.

- 10 BEA (teachers)
- 8 Local 284 Multi-Unit (paras, food service, custodians, media asst, clerical, food service, tech paras, health paras)
- 1 Local 284 Bus Drivers
- 1 BEA (ECFE Director)

The school board should also discuss submitting community member names for the stakeholder input meetings on January 15th.